



**Jacques SCIAMMAS, President & CEO**

**Contact:** [jacques.sciammas@ergeurope.com](mailto:jacques.sciammas@ergeurope.com)

**Key competencies**

- o Business and operational improvements; General Management
- o Margin management, internal/external benchmarking
- o Company Balanced Scorecard; internal/external benchmarking
- o Workshops to B2B sales teams on 'Selling to Executives ... Taught by an Executive'

**Languages:** Bilingual English and French

**Key industries:** Financial services, business services, transportation, telecommunication



**Bruno ANDRIEU**

**Contact:** [bruno.andrieu@ergeurope.com](mailto:bruno.andrieu@ergeurope.com)

**Key competencies**

- o Operational performance in an international and multi-cultural environment, and crisis management
- o Organization reshaping aligned with company objectives (short and long-term)
- o Program development control

**Languages:** French (Native), English and Portuguese (Fluent), German and Spanish (Professional)

**Key industries:** Automotive sectors, industry



**Jean-Christophe FRITSCH**

**Contact:** [jc.fritsch@ergeurope.com](mailto:jc.fritsch@ergeurope.com)

**Key competencies**

- o Business development and multi-cultural change management (strategy, processes, people)
- o Results optimization : margin & profit, investments (large budgets) and business repositioning
- o Turnaround: results improvements (P&L responsibility Plants, Operations & Purchasing, HR)
- o Hand-on leader, with clients and results focus, entrepreneurial spirit

**Languages:** Bilingual English and French, good level in German

**Key industries:** Automotive and equipment goods sectors



**Didier FROT**

**Contact:** [d.frot@ergeurope.com](mailto:d.frot@ergeurope.com)

**Key competencies**

- o Financial restructuring through usual and legal negotiations for M&A operations
- o CEO : leadership, entrepreneurial spirit for development and restructuring
- o Business development and multicultural change management (strategy, processes, people)
- o Resources optimization and repositioning business

**Languages:** Bilingual English, French, Spanish, Italian

**Key industries:** Automotive, industrial vehicles, off road vehicles and water supply sectors



**Marc TOILLIER**

**Contact:** [marc.toillier@ergeurope.com](mailto:marc.toillier@ergeurope.com)

**Key competencies**

- o Audit performance in operations, sales and services
- o Cost reductions schemes and targets management
- o Organisational changes implementation, including team building and quality management
- o Strategic development and business planning

**Languages:** Bilingual English and French, good level in German

**Key industries:** Metallurgy, security and automation as well as related services



**Xénia GUILBERT**

**Contact:** [xenia.guilbert@ergeurope.com](mailto:xenia.guilbert@ergeurope.com)

**Key Competencies**

- o Opening from scratch of industrial markets for innovative technologies and technical solutions in Russia and CIS
- o Team and people leader, federator around a project
- o Creation of sustainable relationships with key decision makers, customers, investors, regional and public sector bodies
- o Business Development et multicultural change Management (implementation of a strategy, operating processes, and communication)

**Languages:** Trilingual French / English /Russian (Mother Tongue)

**Key Industries:** Energy generation and distribution, Oil & Gas, refining and metallurgy, international industrial projects